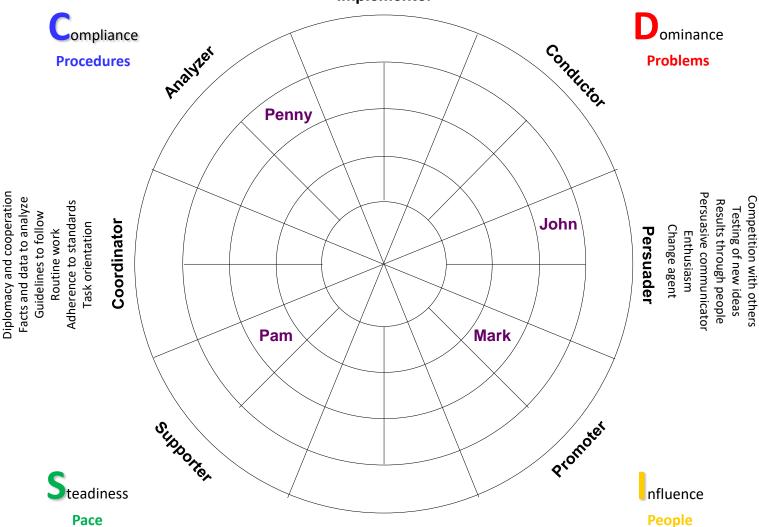
Team Success Insights Wheel

The Smith Group

Analysis of facts and data Accuracy Safety and security Clean, tidy workstation Procedures to follow High quality standards Fact-based solutions
Effective time management
Efficient methodology
Studying and solving problems
Logical decisions
Creative and original thinking

Results-oriented
Firm, quick decision making
Authority to carry out responsibilities
Expedites action
Challenging assignments
Bold, aggressive actions

Implementor



Logical thinking
Systematic routine
Closure
Relaxed pace
Team participation
Security

Relater

Teamwork
Coaching and counseling
Service to others
Harmonious work environment
Security
Assistance to customers

People contact
Solutions to "people problems"
Optimistic outlook
Verbalizes thoughts and ideas
Varied activities
Mobility

The Smith Group Motivators						
	1 Str	2 ong	3 Situat	4 tional	5 Indiff	6 erent
John	Individualistic	Utilitarian	Social	Traditional	Theoretical	Aesthetic
Pam	Theoretical	Utilitarian	Individualistic	Aesthetic	Traditional	Social
Penny	Theoretical	Social	Individualistic	Utilitarian	Aesthetic	Traditional
Mark	Utilitarian	Individualistic	Theoretical	Aesthetic	Social	Traditional

THEORETICAL: search for or pursuit of knowledge and learning. Interests: continuing education, training, lifelong learning, research and analysis.

UTILITARIAN: utilization of time, money, and resources to achieve a measurable return on investment. Interests: practicality, efficiency, conservation.

AESTHETIC: appreciation and pursuit of form, harmony, beauty, and balance. Interests: personal growth, nature, fine arts, self-help, creativity.

SOCIAL: desire to eliminate pain and conflict. Interests: helping others, championing worthy causes, charities, community activities, volunteer work.

INDIVIDUALISTIC: pursuit of power to lead, direct, and control self and others toward success. Interests: leadership roles, strategizing, authority.

TRADITIONAL: search for the highest meaning of life. Interests: religion, principled-living, converting others to a system for living, upholding traditions.

